

PUBLIC SAFETY COORDINATING COUNCIL

MINUTES

TUESDAY,
April 26, 2022, 2022

11:30

ZOOM VIDEO CONFERENCE

MEETING CALLED BY	Eric Guyer
ATTENDEES	Joshua Aldrich, Benjamin Bloom, Scott Beauchamp, Stacy Brubaker, Dave Carter, Kim Colegrove, Dave Dotterer, DJ Graham, Doug Engle, Eric Guyer, Beth Heckert, Tira Hubbard, Julia Jackson, Barbara Johnson, Danny Jordan, Bill Maentz, Jennifer Lind, Gilda Montenegro-Fix, Robert Mountain, Jackie Newman, Nathan Olson, Michael Parsons, Nate Sickler, Randy Sparacino, Rita Sullivan, Brittany Whitmire, Kim Whitney

- Eric Guyer opened the meeting at 11:30 am
- Opening Remarks: Eric Guyer welcomed everyone to the April PSCC meeting.

MINUTE ADOPTION –MARCH

ERIC GUYER, CHAIR

DISCUSSION	
No suggested revisions were identified for the March minutes. Mayor Randy Sparacino provided a motion to adopt, seconded by Gilda Montenegro-Fix. A roll-call vote was requested, all were in favor, and none were opposed. The March minutes were officially adopted.	

Agenda Topics

HOUSING SUMMIT

NAVIGATING RESILIENCY

DISCUSSION	
<p><i>Behavioral Housing Summit- Julia Jackson, Behavioral Health Director, Jackson Care Connect & Jennifer Lind, CEO, Jackson Care Connect</i></p> <p><i>Navigating Resiliency- Kim Colegrove, Owner of Pause First Academy and Author of "Mindfulness for Warriors"</i></p> <p><u>Jennifer Lind, CEO of Jackson Care Connect –</u></p> <ul style="list-style-type: none"> • Recently there has been a real awareness in the resource depletion that has occurred in our state. The main two that have been looked at is behavioral health and housing. As a result, there are funds that are going to be released from the state in both of those arenas. • Legislation passed funding about a year and a half ago and they are getting ready to release those funds. • The state put out behavioral health planning grants to prepare communities around the state to have informed processes that define the most critical needs that they have for housing for those with behavioral diagnosis. • Quite a few agencies in the area have applied for these grants, and 4 have been granted. • All 4 grantees are working together to talk through what a planning process would look like. • On June 9th, there will be a housing Summit that will be focused on what the behavioral health housing needs are in Jackson County. • On May 17th, there will be an opioid overdose and harm reduction summit that will be hosted virtually. <p><u>Julia Jackson, Behavioral Health Director at Jackson Care Connect</u></p> <ul style="list-style-type: none"> • These 2 summits are very different but it all relates to what we have found in the county. • Social determinates of health care factors are becoming the greatest area of impact. We have this substance abuse issue with a focus on opioid use. But then we have the fact that we have made little impact because people are not in safe housing and are unable to make treatment gains. • The issue is not having enough beds per out population and not having the right type of beds continues to be a major concern. There is also a significant and much needed focus on lived experience having a voice in that process, and in the identification of those needs and areas in which we still need to leverage all of our resources and get on the same page as how we are going to address those. • The Housing Summit is going to have a very mixed population. There will be a heavy presence of lived experience at the table. There will be a large panel that will be doing Q&A with some guided questions from the moderators. The behavioral health planning participants are working as a group to facilitate this live and in person Summit. • The agencies working together to facilitate this summit is the Compass House, Hearts with a Mission, JCC, Southern Oregon Success, and 71five.org. 	

- Invitations have been sent out. The Housing Summit is a very open-door access and is not limited in participation which is different than the Opioid Summit. There is no limit, so you can forward that registration link to anyone that you would like. They are still working on the agenda, so more information will come when you register to the event. They are really working on honing in on the Q&A panelist so they can have representation from all of the vectors that are impacted by the behavioral health housing issue. They are not only focused on the housing, but they are also focused on the population that is most at risk; the houseless, mental health and substance abuse issues that exacerbate their ability to gain or maintain safe housing. But they are not saying that this only applies to those that have a mental health or substance abuse issue. It is for the marginalized, at-risk, vulnerable populations.
- The biggest point to make to this meeting is that even though there may not be an ask to be a panelist, the representation from the decision makers and leaders in this field is really crucial and important, and the discussions that will happen with the large panel presentation, and also the small group breakouts, will be so much richer if we have those folks in the room that represent the different sectors.
- The scope of the Summit will be started out with that large panel Q&A presentation. Then they will break out into a different expo building where there will be 12 booth areas of direct housing providers where folks can information gather, go to different booths and learn what is happening in this space. They want a very positive, light at the end of the tunnel, feel to it. So they will have a lot of avenues for stakeholder input that will not impact the flow of the Summit and the ability to have that "light at the end of the tunnel" feel and celebration as how the agencies and community are working together on this. After the booth and break out time, they will come back into the big panelist room and per table, divide up on topics that impact the housing issues so they can have rich discussions at each table. Then share out to the larger group what was discussed.
- The goal of the Summit is to align and close the gap on information that is missing and that the community can feel more empowered to know what is going on, and how all of these providers are working together. Also, to give an opportunity to voice needs or suggestions, and then recommendations for permanent supportive housing which will go towards OHA and the results from the Summit will be able to inform future expenditure of funds based on regional need.

Questions/Discussions:

Stacy Brubaker mentioned that recently OHA, on the public health side, gave out some dollars for prevention and harm reduction to various community-based organizations without any coordination with the County. So now we have these organizations that have these funds and the County will need to figure out how to loop them in because these funds are very specific that they need to be used for prevention and harm reduction.

Jennifer Lind said that she hopes that people will participate in this Housing Summit. Updates are also able to go back to LADPC, and she can work with Eric to make sure that updates also go back to PSCC.

Kim Colegrove, Owner of Pause Frist Academy and Author of "Mindfulness For Warriors"

- Resilience is a word that gets tossed around a lot and somewhat new on the scene.
- People think of resilience as the tiny little root that pushes its way through the soil against all odds, and that is part of it but not the entirety. She is trying to change that word into a more adaptable meaning of growth. Rather than just having the idea of "I am just really tough, and no matter how many times you knock me down, I am going to get back up".
- We can teach people to take a punch and keep going, and that is typically what has been happening in first responders and public service professions. We teach them to be strong and endure the trauma. We hear people saying that it's a stressful job and you need to buck up, or saying like "suck it up buttercup".
- What Kim suggests is that we them training and onboarding in resiliency. Give them the tools and support their growth.
- In the Law Enforcement profession this type of stuff can seem to be too soft, but burnout is at an all-time high.
- We are sacrificing human beings to this profession because of the toll that it takes to do these jobs.
- A typical organization may say that it is not their job. It is not their job to coddle people. That they do not have enough time, they don't have the budget, they don't have the resources, and that nobody did that for them. But these organizations also say that the morale is terrible, recruitment and retention are real problems, there are no good candidates, and that everyone's burned out.
- 2021 Workplace statistics
 - Companies with an effective wellness program realize an average of reduction of 28% in sick days and 26% in health costs (ITA Group)
 - 70% of employees need their employer's help to make sure they are healthy and financially secure (EBRI)
 - Over 50% of Millennials have seriously considered switching jobs due to workplace stress (Welltok)
 - Delivering more personalized programs would motivate over 80% of employees to participate more (Welltock)
 - 70% of employees have increased their use of technology over the past couple of years to manage or support their health (Welltok)
- The "Suck it up, buttercup" days are dwindling and times are changing for society's warriors, protectors, guardians, and healers.

- Kim spoke about her own story of losing her husband to suicide, and how she found her passion in teaching resiliency and educating people in the law enforcement and public service professions.
- There are serious health concerns for individuals in these types of professions. There is a lower life expectancy in these highly stressful professions where they encounter a lot more trauma and secondary trauma. This leads to increased anxiety, depression, post-traumatic stress, PTSD, secondary trauma, disrupted sleep, suicidal ideation, illness, disease, and suicide.
- What can we do to shift this? We have to think outside of the box. We need to create a microcosm and a macrocosm.
 - Microcosm- a psychologically, emotionally and physically healthy employee that thrives
 - Macrocosm- a psychologically, emotionally and physically healthy organization that thrives
- Kim said that people do not call her when people are doing good and the organization is healthy. She gets called when the employees are not thriving and that causes the organization to not thrive.
- In 21st Century Trainings we have to consider wellness and resilience training: Trauma recovery, work-life balance, emotional intelligence, how to build resilience, self-regulation skills. Evidence based practices: breathing/breathwork. Meditation, mindfulness, yoga, and other personal practices. This needs to be community wide, and across all of these professions, organizations, and the individuals.
- It is possible!
- Kim wrote a book called "Mindfulness for Warriors" where she told the story about her husband, and she interviewed 9 veterans. She told their story, and what tools worked for them, and how they found the tools.
- She is here to encourage organizations to start thinking about this topic and then to start implementing training on the topics.
- Kim started the program called Pause First Academy, which is a Resiliency training that can be either on-line or in person for society's warriors, protectors, guardians and protectors.
- Kim wants people to start thinking about what is possible, and about the individuals in your organization that make the work go, and how you can help support their emotional, psychological, and physical well-being.
- What are you doing to take care of your own wellness, and how can you share that with the people that work for you and work with you.

Questions/Discussions:

Eric Guyer said that there are a number of agencies in this community that do inspiring and creative work around resiliency and what it is. We will hear rumors here and there, and like MPD and how they implemented financial planning as soon as an officer comes on board. Financial wellness is important and the idea that the officer doesn't feel bound to their profession to pay the bills and to wait until retirement to their own detriment, which is a really important concept. So, we have been able to glean and share from some of the things that happen locally, and one of his hopes is that when things like these come up we will be able to all lean on our shared expertise to create these resources in our community.

Sheriff Sickler asked Kim if there is any correlation in the uptick of your work in relation to the current political climate nationwide in regards to law enforcement that plays a big role in the well-being of the officers. Kim responded by saying that the political issues these past couple years has forced the hand to bring in resilience training for the officers since the work has gotten so much more dangerous than the work before. Kim said that this increased need for resiliency has increased within the past 20 years, but have significantly increased in the last 5 years. Once people became aware of how prevalent suicide is in law enforcement and fire service and then they are losing a lot of retired law enforcement to suicide. Kim said that in Kansas City they have just been given a 4-hour spot of training in their local police academy to talk about resiliency and wellness.

Gilda Montenegro- Fix thanked Kim for sharing her story and for the work that she does and she said that in her work in equity and inclusion is pretty similar to what she spoke about as to how the work has to be done to the individual and then it can grow out to the organization. Gilda reiterated that Kim's presentation was great, and that she has read the book, and to hear the story from Kim was very impactful.

Next Scheduled PSCC Meeting: May 24, 2022
Meeting Adjourned: 12:20 pm